

Commonwealth of Virginia Critical Shortage Teaching Endorsement Areas
for

2014-2015 School Year

**Prescribed Methodology for Determining
Critical Shortage Teaching Endorsement Areas in Virginia**

Overview:

The **Appropriation Act (Item 138, paragraph G.1, Chapter 806, 2013 Acts of Assembly)**, requires the Department of Education to report annually to the General Assembly on the critical teaching shortage areas in Virginia. In response to this requirement, data were obtained from the Supply and Demand Survey for School Personnel sent by the Department of Education to each of Virginia's school division superintendents in October 2012, to determine qualifications for teachers and administrators. Information requested on the survey was based on school data reports as of October 1, 2012. These data were used to determine 2014-2015 critical shortage teaching endorsement areas in Virginia.

In Virginia, "critical shortage" may be defined in two ways: (1) shortages by subject matter as designated from the top ten academic disciplines identified in an annual survey of school divisions; or, (2) a school personnel vacancy for which a school division receives three or fewer qualified candidates for a position. Determination of critical shortages in specific teaching endorsement areas and their rankings are dependent on the method of calculation used. As such, specific shortage areas identified will differ among school divisions (i.e., geographic regions) and statewide analysis of subject matter designations.

The 2014-2015 top ten critical shortage teaching endorsement areas identified statewide were determined based on method number one as noted above and prescribed methodology for designation of teacher shortage areas outlined by the U.S. Department of Education. The top ten critical shortage teaching endorsement areas will be reported to the Virginia Retirement System and will be used to determine candidate eligibility for the Virginia Teaching Scholarship Loan Program. Endorsement areas were ranked according to the most severe academic teaching shortage areas.

The ranking is based on an aggregation of the following: a) total number of teaching positions that are unfilled; b) teaching positions that are filled by provisionally licensed teachers; and c) teaching positions that are filled by teachers who are licensed, but who are teaching in academic subject areas other than their area of preparation. Data analyses include calculated rankings in the three areas noted as of October 1, 2012, as reported in the 2012-2013 Supply and Demand Survey for School Personnel. All 132 school divisions responded to the survey. A total of 95,530 full-time equivalent (FTE) teaching positions as of October 1, 2012, were reported for SY2012-2013 in the Instructional Personnel and Licensure annual data collection for school divisions.

Rankings were totaled and the resulting sum ranked to determine critical teaching area shortages. As required in *Enclosure A, Item I.6* of the U. S. Department of Education's *Proposed Teacher Shortage Area Designation Submission Checklist*, the following chart lists the top ten

critical shortage teaching endorsement areas ranked according to priority and the percentage (rounded) of FTE teaching positions for all rankings:

Priority Ranking	Commonwealth of Virginia 2014-2015 Top Ten Critical Shortage Teaching Endorsement Areas	Total FTEs	Percentages (Rounded) of FTE Positions
1	Special Education	1,459	1.5%
2	Elementary Education PreK-6	1,245	1.3%
3	Middle Education Grades 6-8	658	.7%
4	Career and Technical Education	567	.6%
5	Mathematics Grades 6-12 (including Algebra 1)	428	.4%
6	School Counselor PreK-12	300	.3%
7	Foreign Languages PreK-12	246	.3%
8	Health and Physical Education PreK-12	206	.2%
9	English	183	.2%
10	History and Social Sciences	144	.1%
	Total FTEs for Top Ten Critical Shortage Teaching Endorsement Areas	5,436	5.6%

Rationale: Virginia is required by state statute to report annually the top ten critical shortage teaching endorsement areas. In previous years, the Virginia Department of Education also has reported the top ten critical shortage teaching endorsement areas to the U. S. Department of Education. For the 2014-2015 reporting year, Virginia's proposed top ten critical shortage teaching endorsement areas slightly exceeded five percent of the total number of elementary, middle, and secondary FTE teaching positions in the Commonwealth. Approval of the proposed top ten critical shortage teaching areas will ensure alignment of state and federal shortage areas.